



Federal Employment Information Fact Sheets

Student Educational Employment (STEP) Student Career Experience Program (SCEP)

The **Student Temporary Employment Program (STEP)** provides Federal employment opportunities to students who are enrolled or accepted for enrollment as degree seeking students taking at least a half-time academic, technical, or vocational course load in an accredited high school, technical, vocational, 2 or 4 year college or university, graduate or professional school. The STEP provides maximum flexibility to both students and managers because the nature of the work does not have to be related to the student's academic or career goals which benefits both agencies and students. Agencies can discover first-hand the abilities of a potential employee.

Appointments made under the Student Educational Employment Program authority can help agencies meet their needs to:

- continuously recruit and develop talented employees to support changing agency missions;
- ensure that the Government can meet its professional, technical, and administrative needs; and
- achieve a quality and diverse workforce.

The **Student Career Experience Program (SCEP)** provides work experience which is directly related to the student's academic program and career goals. Agencies can bring well educated graduates into their workforce while at the same time give their managers the ability to evaluate the student's performance in real work situations. Students, on the other hand, can avail themselves of such flexibilities as year round employment and flexible work schedules and assignments. Students in the SCEP gain exposure to public service while enhancing their educational goals and shaping their career choices. Students in the SCEP may be non-competitively converted to term, career or career-conditional appointments following completion of their academic and work experience requirements.

NEXT STEPS....

Students may contact their school guidance office, career planning and placement office, teachers, or Federal agency employment office where they are interested in working. They may also visit these OPM websites at: <http://www.opm.gov/employ/students/index.htm> and http://www.opm.gov/Strategic_Management_of_Human_Capital/fhfrf/FLX04020.asp for additional information.

